

Interest Based Bargaining  
2010-2011

Friday, October 1, 2010

The meeting began at 8:50 am

Present were:

Jenni Gilray -BRHS

Darcy Hopko- SSC

Kathy Redmond -Palma Sola

Joe Stokes -SSC

Carol Bell- King

Willie Clark- PHS

Kara Carney- Daughtrey

Bruce Proud- MEA

Hank Groton- Mediator

David Underhill - BHS

Sharon Scarborough- Sugg

Pat Barber- MEA

Rachel Bailey - Oneco

Melanie Newhall- Orange Ridge

Nancy Goux- Blackburn

Helen King- Sea Breeze

James Horner- Abel

Also present were Forrest Branscomb, Nancy Paradise and Bernie Ealy of Mercer Health & Benefits group.

The minutes of September 23, 2010 were reviewed. Traditional bargaining has not been declared. It was an observation. Plan information has been discussed in the health insurance committee. No other changes to the minutes were made.

The information that MEA requested that the district sent to Mercer should be available later today.

Forest introduced Bernie Ealy of Mercer, a benefits consulting firm. Copies of the Bernie's presentation were distributed to team members. HMO is the richest plan in terms of benefits offered, followed by Choice and then the PPO plan. HMO also has better discounts. Rates set are not consistent with the benefits. As a public entity the district is required to have 60 day surplus to have a self-funded plan. The district's proposed plan moves toward having a surplus after 2013. The district is interested in possibly changing from a 3-tier plan to a 4-tier plan in 2012.

Break at 10:19 a.m. Reconvened at 10:36 a.m.

Discussion of health care, comments on Mercer's presentation and other economic issues – Bruce distributed a spreadsheet that he prepared based upon numbers provided by the district. The numbers provided by the district do not seem to fully reflect contributions made by the board. Board contributions on the Mercer report indicate a board contribution of \$23,784,366, and calculations done by Bruce amount to \$27,364,272. In addition, board contributions to retiree health care are not reflected in the numbers provided.

The district is planning to participate in Race to the Top. A board workshop is scheduled for Monday, October 4, 2010.

The expectation of the federal government is that money from the jobs bill will be used this year. It is the position of the district that this money needs to be reserved for the impending "funding cliff."

The board premium goes into effect in January 2011 for non contracted hourly.

MEA's proposal is for all parties (board and employees, across all plans) to equally share a 19% increase and to negotiate further changes to the plan in the health insurance committee. The intent is to maintain plan dollars to impact the plan in the same way as Mercer's plan. Implementation would take effect upon ratification.

Retirees only receive an \$80/month subsidy if they elect single coverage.

Board's share of total premium is 64%. Employees' share is 18%. Management's assertion is that the board has paid 100% of deficit.

Management called a caucus at 11:45 a.m. Reconvened at 12:10 p.m.

Management will take MEA's health insurance proposal to the board. When MEA receives info from risk management, management asks that MEA add information to that. Use other than non-recurring dollars (i.e. jobs bill), project out 3 years, get more accurate numbers.

Minutes of 9/23 indicate that we go to traditional bargaining. Question of future bargaining dates, use of federal mediator, notification/noticing to media. Management suggests that we adjourn now.

Clarification by MEA – It was an observation and not a declaration that we have slipped into traditional bargaining by virtue of management bringing a specific proposal.

Question of whether district is committed to this process. Questions have been proposed with solutions in mind. Issues of decisions being made outside the room.

Management has an issue of MEA not bringing any issues to the table.

MEA will provide a more detailed health care proposal for management.

There was an observation shared that preconceived notions of what solutions should be have inhibited our ability to work through the IBB process.

Future meeting date – Wednesday, October 13, 2010 at 3:00 p.m. in PSC 1075.

Adjourned at 12:46 p.m.